

Message Text

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SUBJ: PROGRAM SUGGESTIONS FOR IV GRANTEES POUL SCHADE-POULSEN
AND VERNER SORENSEN

REF: COPENHAGEN 1299

1. PROGRAM AGENCY SHOULD BE AWARE THAT GRANTEES ARE VISITING UNITED STATES SPECIFICALLY AND PRIMARILY TO CONDUCT SURVEY OF AMERICAN CONCEPTS OF AND EXPERIENCES WITH FLEX-TIME SYSTEMS OF WORKING HOURS. THIS IS HIGHLY TOPICAL ISSUE IN DENMARK, AND THE GRANTEES ARE THE TWO MEN WHO WILL DECIDE DENMARK'S ATTITUDE TO THIS MATTER DURING COMING ROUND OF NATIONAL WAGE NEGOTIATIONS. THEY WILL WRITE, JOINTLY OR SEPARATELY, REPORTS FOR PRESENTATION TO THEIR RESPECTIVE ORGANIZATIONS ON THE SUBJECT. CONSEQUENTLY, PROGRAM SHOULD BE GEARED TO FACILITATE THIS PROFESSIONAL SURVEY, UNDERTAKEN AS A TEAM, DURING FIRST FOUR WEEKS. SORENSEN MUST RETURN TO DENMARK JULY 19 WHILE SCHADE-POULSEN WILL REMAIN UNTIL AUGUST 1. LAST TEN DAYS OF THIS TRIP CAN, THEREFORE, BE MORE OF A GENERAL ORIENTATION.

2. BIOGRAPHIC NOTES: SCADE-POULSEN HAS WORKED WITH EMPLOYER GROUP AT ILO FOR MANY YEARS AND IS WIDELY KNOWN AMONG CHAMBER OF COMMERCE AND NATIONAL ASSOCIATION OF MANUFACTURERS GROUPS. HE IS A LAWYER, AUTHOR AND EXPERT ON DANISH LABOR MARKET MATTERS, LABOR-MANAGEMENT RELATIONS, THE VARIOUS DANISH PROPOSALS FOR "ECONOMIC DEMOCRACY" (A CONTROVERSIAL ISSUE THAT HAS ROUSED INTEREST
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PAGE 02 COPENH 01582 071839Z

IN U.S. PRESS, FORBES, WALL STREET JOURNAL), THE LABOR

COURT AND ITS RELATED LEGISLATION. HE IS PREPARED TO GIVE ONE OR TWO LECTURES TO APPROPRIATE GROUPS ON ANY OF THESE SUBJECTS, IF DESIRED. HE IS PERSONAL FRIEND OF VICE PRESIDENT FOR LABOR RELATIONS AT FORD MOTOR CO. DETROIT AND WOULD LIKE TO INCLUDE VISIT TO DETROIT, IF POSSIBLE.

3. VERNER SORESENSEN IS SCHADE-POULSEN'S COUNTERPART IN DANISH TRADE UNION FEDERATION (LO), HEADING UP DIVISION THAT CONDUCTS LEGAL WORK, WAGE NEGOTIATIONS, AND LEGISLATIVE LOBBYING. HIS ENGLISH IS NOT FLUENT ENOUGH FOR PUBLIC SPEAKING, BUT OTHERWISE ADEQUATE. AS THIRD OR FOURTH RANKED MAN IN DANISH LO, HE IS AS KNOWLEDGABLE ON DANISH LABOR MATTERS AS SCHADE-POULSEN, BUT WITH LABOR ORIENTATION, OF COURSE. HE WAS MEMBER OF NORDIC TRADE UNION DELEGATION THAT VISITED WASHINGTON AND CALLED ON SECLABOR IN 1972. HE WOULD LIKE TO MAKE APPROPRIATE CALLS AT AFL-CIO DURING STAY IN WASHINGTON.

4. SUGGESTED PROGRAM AND ROUTING: THE TEAM SHOULD SPEND FIRST WEEK IN WASHINGTON, CLEARING UP PROGRAM DETAILS, MAKING SEPARATE CALLS AT CHAMBER, NAM AND AFL-CIO. IN TERMS OF THEIR JOINT STUDY, TALKS WITH JANICE HEDGES, DEPT. OF LABOR, AND HAL SHEPPARD, W.E. UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH, ARE INDISPENSABLE. SECOND WEEK SHOULD BE SPENT IN NEW YORK AND CONCENTRATE ON FUTURE PROPOSALS OR INNOVATIONS IN FLEX-TIME FIELD. SOURCES THERE WOULD BE PRIMARILY MANAGEMENT CONSULTANT FIRMS, BUT ALSO INCLUDE AMERICAN MANAGEMENT ASSOCIATION, FIRM OWNED BY JOHN WARD PEARSON (THE 8-DAY WEEK), AND AMERICAN PSYCHOLOGICAL ASSOCIATION (APA).

5. THIRD AND FOURTH WEEKS SHOULD THEN BE DEVOTED TO JOINT VISITS TO PARTICULAR FIRMS WHICH HAVE ACTIVELY EXPERIMENTED WITH FLEX-TIME SYSTEMS. IDEA IN MIND IS THAT BOTH MEN WOULD INITIALLY BE BRIEFED ON THE SYSTEM IN USE, THEN CONFER INDIVIDUALLY WITH RESPECTIVE MANAGEMENT AND TRADE UNION REPRESENTATIVES IN THE FIRM AND THEN CONCLUDE, PERHAPS, WITH GENERAL DISCUSSION INVOLVING UNCLASSIFIED

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PAGE 03 COPENH 01582 071839Z

REPS FROM BOTH GROUPS, DURING THIRD WEEK GRANTEEES SUGGEST THAT THEIR ITINERARY MOVE INTO NEW ENGLAND AND THEN WEST TOWARD MINNEAPOLIS, INCLUDING BROWNE AND AND SHARPE MFG. COMPANY, PROVIDENCE, R.I.; JOHN HANCOCK MUTUAL LIFE INSURANCE COMPANY, BOSTON; HARVARD BUSINESS SCHOOL; CHRYSLER CORPORATION IN DETROIT; AND VISIT WITH PROF. ROBERT L. KAHN (STILL AT UNIVERSITY OF MICHIGAN, PRESUMABLY), AMONG OTHERS.

GRANTEES HOPE FOURTH WEEK MIGHT BE SPENT SIMILARLY
VISITING FIRMS ON WEST COAST, POSSIBLY INCLUDING
UNITED SERVICES AUTOMOBILE ASSOCIATION IN SAN ANTONIO
ON THE WAY.

6. SORENSEN HOPES TO RETURN DENMARK DIRECTLY FROM LOS
ANGLES OR SEATTLE. SCHADE-POULSEN THEN HOPES TO RETURN
ACROSS COUNTRY TO NEW YORK FOR FEW DAYS BEFORE DEPARTURE.
ANY SPEECHES COULD MOST CONVENIENTLY THUS BE SCHEDULED
DURING THAT PERIOD JULY 19-31.
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